

Dept of DHS-Independence (409) Facts – FY '09

http://www.dhs.state.ia.us/

General Information

Address: Independence Mental Health Institute
2277 Iowa Avenue
Independence, IA 50644



Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 271	# PT EEs: 3	# Temporary EEs: 14	Average Length of Service: 18.05
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Span of Control: 13.55	% Performance Evaluations Completed: 93.36%	Total Unemployment Insurance Claims: 10
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	116	<25	0	45-54	5	# of Females:	174	# of Males:	97
25-34	24	55-64	76	25-34	0	55-64	12	% of WF:	64.21%	% of WF:	35.79%
35-44	46	65+	7	35-44	1	65+	2	Average Age:	49.81	Average Age:	49.25
Employee Average Age: 49.61				Supervisor Average Age: 56.14				Average Length of Service: 18.38		Average Length of Service: 17.46	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	10	# of African-American:	6	# of Non-minorities:	261
% of Workforce:	3.69%	# of Asian:	4	% of Workforce:	96.31%
Average Age:	54.67	# of American Indian:	0	Average Age:	49.41
Average Length of Service:	20.05	# of Hispanic or Latino:	0	Average Length of Service:	17.98

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	232
% of Workforce:	2.11%	% of Workforce:	97.89%
Average Age:	47.50	Average Age:	49.52
Average Length of Service:	20.11	Average Length of Service:	17.60

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 83	Technicians EEO Category 3: 15	Protective Service: Sworn EEO Category 4: 14
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 21	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 111

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 9	Transfer In: N/A
Retirements: 8 (all were SLIP)	All Terminations: 3	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 73	Most Populous Classes: Resident Treatment Wrkr (68), Registered Nurse (26), 3 classes with 11 incumbents each		
Separations - By Class:	Resident Treatment Wrkr (5), Licensed Practical Nurse (2), Registered Nurse (2)		
# Eligible for Retirement:	90 in next 5 years	% Eligible: 33.21%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$69,561.81	Sick Leave Payouts: \$16,000.00	Annual Payroll: \$14,104,101.34	Avg. Base Salary: \$48,345.72	Overtime Days Worked: 935.7
Overtime Cost: \$231,804.81	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$55,660.40	Vacation Pay - Earned Value: \$1,152,396.17	Vacation Days Earned: 5,928.0	Vacation Used Expense: \$1,104,577.98	Vacation Days Taken: 5,827.3
Workers' Comp Days Used: 704	Sick Leave Days Earned: 4,388.8 Sick Leave -Earned Value: \$786,178.34	Reg. Sick Leave Used Expense: \$499,003.35	Reg. Sick Leave Days Used: 2,848.7 Avg. Sick Leave Days Per EE: 10.51	Converted Sick Leave To Vacation Days Used: 306.0 Converted Sick Leave To Vacation Used Expense: \$71,102.16
Injury Leave Used Expense: \$9,469.65	Injury Leave Days Used: 49.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$10,909.60	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY'09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009